

**Title Page:**

STRATEGIC PLAN  
FOR  
MANASSAS NATIONAL BATTLEFIELD PARK  
OCTOBER 1, 2005 - SEPTEMBER 30, 2008



## Results Act and Planning Cycle:

### PREFACE

This five-year Strategic Plan has been written for one or more units of the greater National Park System administered by the National Park Service, U.S. Department of the Interior. The National Park System preserves outstanding representations of America's natural, cultural, and recreational resources of national significance. These resources constitute a significant part of America's heritage, character, and future. The National Park Service not only directly and indirectly preserves these national treasures; it also makes them available to millions of visitors from throughout the country and the world every year.

This Strategic Plan was written to fulfill the requirements of Section 104 of the National Parks Omnibus Management Act of 1998. This legislation requires all field units of the National Park System prepare Strategic Plans and Annual Performance Plans consistent with the Government Performance and Results Act of 1993 and make these documents available to the public. The law was a catalyst for our staff to examine its fundamental mission and to take a fresh, longer range view, in precise terms, of what results or outcomes we needed to achieve to more effectively and efficiently accomplish that mission.

The Government Performance and Results Act (GPRA) is one of the most recent and comprehensive of a number of laws and executive orders directing federal agencies to join the "performance management revolution" already embraced by private industry and many local, state, and national governments. Performance management ensures that daily actions and expenditure of resources are guided by long- and short-term goal setting in pursuit of accomplishing an organization's primary mission, followed by performance measurement and evaluation. Importantly, GPRA mandates that long-term and annual goals be results or outcomes rather than outputs (activities, products, or services) and that they be "objective, quantifiable, and measurable" so that performance can be adequately measured and reported, and progress on mission accomplishment assessed.

GPRA requires federal agencies to develop and use three primary documents in conducting their business. These documents are also to be submitted to the Congress and the Office of Management and Budget (OMB):

1. Strategic Plan of no less than five years duration, reviewed and revised every three years, and containing:

- \* mission statement based in law, executive order, etc.;
- \* long-term goals, which are objective, quantified, and measurable, to accomplish mission;
- \* how goals will be accomplished, is the plan data and narrative showing "...operational processes, skills and technology, and the human, capital, information and other resources required to meet those goals...";
- \* relationship of annual goals to long term goals, a description of how long term goals are carried out in annual goal increments;
- \* key external factors which could positively or negatively affect goal accomplishment;
- \* GPRA also requires consultation with affected and interested parties in the development of the Strategic Plan, and it requires that the plan be
- \* developed by federal employees (versus contractors, etc.).

2. Annual Performance Plan tiered off the Strategic Plan each year, showing how long term goals will be accomplished in annual increments, and containing:

- \* annual goals to incrementally achieve long-term goals in Strategic Plan;
- \* annual work plan explaining how annual goals will be accomplished - "briefly describe the operational processes, skills and technology, and the human, capital, information and other resources required to meet the performance goals...." and
- \* basis for measuring results - "...provide a basis for comparing actual program results with the established performance goals...."

3. Annual Performance Report reviewing each year's successes and failures and identifying areas where activities or goals need to be revised in the future, addressing:

- \* what annual goals were met or exceeded;

- \* what annual goals were not met;
- \* why annual goals were not met; and
- \* what remedial action will be taken for goals not met.

## ABOUT THIS PLAN

In consultation with Congress, OMB and other interested parties, the National Park Service (NPS) developed its own GPRA implementation process. In 2004 the Department of the Interior (DOI) produced a Strategic Plan requiring all agencies in the Department to be aligned with. It is available on the Internet at [http://www.doi.gov/ppp/strat\\_plan\\_fy2003\\_2008.pdf](http://www.doi.gov/ppp/strat_plan_fy2003_2008.pdf).

Individual park plans address the long-term goals in the NPS and DOI plans that are appropriate to the individual units as parts of the overall National Park System and its mission. Then they add goals specific to their own legislative mandates, missions, resources, visitor services, and issues. The park plans, then, are a blend of national and local priorities and goals.

This Strategic Plan follows that pattern. It contains a mission statement born out of the NPS organic act as well as the specific legislation or proclamation establishing the park. It contains mission goals, closely paralleling the "servicewide" mission goals that illustrate in broad brushstroke what we do far beyond five years - "in perpetuity" - to accomplish our stated mission. It then contains long-term goals, which target in quantifiable, measurable ways what we will accomplish in the next four years toward achieving our overall mission goals and mission. The long-term goals address both appropriate "servicewide" goals as well as park-specific outcomes. The goal numbering protocol follows that of the NPS plan with park-specific suffixes. Since not all servicewide goals apply to every park, some numbers may be skipped. In addition, there are numbers containing 0's which are not in the servicewide plan and indicate park-specific goals.

Each long-term goal is repeated with one or more explanatory paragraphs that give background, detail, and other information useful to help the reader understand the goal as well as to sketch in how the goal will be accomplished. The figures in the tables and narrative for each goal contain any general information about "How Goals will be Accomplished", including staffing, fiscal, infrastructure, and other resources available to achieve the plan's long-term goals.

It should be noted that the goals in this plan are generally predicated on "flat budgets". Other than increases for inflation, we assumed no major increases in funding. Where increases in appropriations are known or are likely, they were taken into account. Where other funding sources (donations, fee revenues, etc.) are "reasonably assured", they too are taken into consideration when setting performance targets. Obviously, limits on funding constrain what can be accomplished toward our goals and mission. GPRA, however, is distinctly not about discussing budget shortfalls or requesting or justifying additional funding. Rather it is about planning, managing, and communicating what we can accomplish with the resources we already have while at the same, providing accountability for those resources.

Each year that the Strategic Plan is in effect, there will be a companion Annual Performance Plan which shows in annual goals, that year's targeted incremental achievement of each long-term goal, and a work plan for accomplishing that increment. Each year there will also be an Annual Performance Report discussing actual achievement of the prior year's annual goals and progress on long-term goals.

Copies of this Strategic Plan can be requested from the superintendent. Questions and comments are welcome and encouraged and can be addressed to the superintendent. Copies of the most current Annual Performance Plan and Annual Performance Report are also available on request, with questions and comments equally welcome.

## **Park Background Information:**

### About the Park

Manassas National Battlefield Park was established by an Executive Order issued by the Secretary of the Interior, Harold L. Ickes on May 10, 1940. Subsequent legislation in 1954, 1980, and 1988 established the present park boundary to preserve the most historically important lands relating to the two battles of Manassas.

Manassas National Battlefield Park is located in the Piedmont region of Virginia in Prince William and Fairfax counties approximately 25 miles west of Washington D.C. Of the park's 5,071 acres, the federal government owns approximately 85% and private owners hold the remaining 15%. Interstate 66 borders the park to the south and Pageland Lane (VA 705) borders the park to the west. The park is also bisected by Lee Highway (U.S. 29) and Sudley Road (VA 234). These two roads, also known by their historic names of the Warrenton Turnpike and the Sudley-Manassas Road, follow the basic historic road alignments used by Civil War troops. Today they provide the main access for visitors to the battlefield. The roads also receive heavy use by commuters, residents, and trucks from local quarry and construction operations. The heavy volumes of commuter traffic and construction trucks create a safety problem and encroach upon the visitor experience. The farmlands and fields that historically surrounded the park are giving way to suburban Washington D.C.; while the areas to the north of the park retain some rural character, the areas south of the park now bustle with residential and commercial development.

### Mission of National Park Service at Manassas National Battlefield Park

The mission of the National Park Service at Manassas National Battlefield Park is to preserve and protect the sites, structures, and objects associated with the First and Second Battles of Manassas (Bull Run). And, through interpretation, foster understanding and appreciation of the battlefields significance in the broader context of the American Civil War for the inspiration and benefit of the public.

### Legislative Intent

The Executive Order of the Secretary of the Interior designating Manassas National Battlefield Park in 1940 along with subsequent legislation in 1954, 1980, and 1988 mandated the National Park Service to preserve the most historically important lands relating to the two battles of Manassas.

### Purpose

Manassas National Battlefield Park was established to preserve the historic landscape, containing historic sites, buildings, objects, and views which contribute to the national significance of the First and Second Battles of Manassas, for the use, inspiration, and benefit of the public.

### Significance

Manassas National Battlefield Park is nationally significant because it includes the locations of the First and Second Battles of Manassas. Many park resources contribute to this national significance, the public's appreciation of the battlefield events, and their understanding of the social and economic impacts of the Civil War.

The two battles of Manassas are significant in the nation's history because:

The First Battle of Manassas was the first major land battle of the Civil War

The First Battle of Manassas dispelled all preconceived notions of a short war, and the fact that 900 Americans were killed on the battlefield was graphic proof that civil war would be a protracted bloody struggle.

The Second Battle of Manassas brought the Confederacy to the height of its power and opened the way for the first Confederate campaign into the North.

The two battles were the largest fought in the United States up to that time.

It is one of only a few Civil War battlefield parks that include the majority of the actual battlefield areas where troops formed, fought, and died.

It provides visitors with an opportunity to experience the features that shaped the battles, including the structures, road traces, sites, cemeteries, monuments, artifacts, and archeological resources that date from the battles (1861-1862) and commemorative (1865-1940) time periods, and the woodlands, fields, streams, rolling hills, and views that are representative of the landscape that existed at the time of the battles.

#### Key External Factors Affecting Plan's Accomplishment

While park management and staff can plan, manage, and largely control much of what occurs in the park, other things they can only influence, especially things external to park boundaries. Some things, such as natural events, they have no control over whatsoever. In developing the Strategic Plan and its long-term goals for Manassas National Battlefield Park, it was important to take into consideration key external factors that could negatively or positively affect goal outcomes. A few of the most important or most likely are identified briefly below. This is by no means an exhaustive list but simply those that are most likely to influence outcomes as viewed at the time of writing the plan.

Manassas National Battlefield Park is surrounded by two of the fastest growing counties in the United States. Thus, development pressures present challenges to park management to protect the scenic vistas from key locations in the park. This development also contributes to ever increasing traffic on the state highways that transect the park. For example, the major intersection in the park, where Routes 29 and 234 cross, operates at a level F (i.e. it fails) and traffic will continue to increase. To attempt to solve this problem, the park service and the Federal Highway Administration are currently studying potential alternatives that will route this traffic on a bypass.

Other External factors beyond the control of the park, which may affect the achievement of these goals, include special requests from outside federal agencies for support services or assistance during visits of national or foreign dignitaries. Response to various constituent groups regarding such issues as whitetail deer impacts, fisheries management and water appropriation issues related to boundary impact and area development pressures directly effect the management of the park. Other factors include unusual weather conditions such as snow, flooding or other storm damages.

The following park staff members were intimately and extensively involved in preparing this Annual Performance Plan:

Management

Superintendent: Robert K. Sutton

Administration

Administrative Officer: \* Jane Becker  
(GPRA Coordinator)

Personnel Management Specialist: Debra Durham

Interpretation

Chief of Interpretation: Edmund Raus

Maintenance

Chief of Maintenance: James Thompson

Visitor Protection

Chief of Visitor Protection: Gil Goodrich

Resource Management

Cultural Resources Specialist: Dudley Ray Brown

Natural Resources Manager: Bryan Gorsira

\*wrote final plan

Consultation in Plan Preparation

Regional Support Staff

Regional Archeologist Stephen Potter

Regional Historical Architect Rebecca Stevens

Regional Landscape Architect Maureen Joseph

GPRA requires that Congress, OMB, and other interested and affected parties be consulted in the development of Strategic Plans. Congress and OMB, as well as the Department of the Interior, were extensively consulted in the development of the DOI and NPS servicewide plan.

## Strategic Plan Report, FY 2005-2008

Park/ Program Name: MANASSAS NBP

Park/ Program Org Code: 3840

Date Last Updated: December 10, 2004

DOI Goal ID Number:

NPS Goal ID Number: 1a07

Park/ Program Goal ID Number: 1a07

NPS Servicewide Goal Description (Mission or Long-term Goal text):

Other Cultural Landscapes

Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):

By September 30, 2008 15 of 18 (84%) of Manassas National Battlefield Park cultural landscapes not yet assessed in the current cultural landscapes inventory are in good condition.

Baseline  
Year:

2004

Target  
Year:

2008

Performance Indicator  
(what is measured):

Condition

Unit Measure:

Each landscape

Condition (Desired):

Good

Total # Units in  
Baseline:

18

Status in Base  
Year (# Meeting  
Condition):

### 5-Year Results Plan:

This goal increases the number of cultural landscapes listed on the 1998 Cultural Landscapes Inventory (CLI) that are in good condition. Good condition, as defined in the Resource Management Plan guideline, indicates that the landscape shows no clear evidence of major negative disturbance and deterioration by natural and/or human forces and that no immediate corrective action is required to maintain its current condition. Under this condition, the landscape's cultural and natural values are as well preserved as can be expected under the given environmental conditions.

Because the CLI is a newly established database, none of the park's landscapes have been entered into the database. As of the end of FY 2004, the baseline year for this goal, the park has identified 18 landscapes for potential listing on the CLI. The park will establish the goal of upgrading one landscape to good condition by the end of FY 2005 and will develop a work plan for addressing treatment of that landscape.

The park will also perform routine maintenance on park cultural landscapes to preserve those resources and prevent further deterioration. For all work on cultural landscapes, the park will complete the necessary 106 compliance prior to each project. Measuring goal achievement will be from an on-site inspection by the Regional Cultural Landscape Architect.



## Strategic Plan Report, FY 2005-2008

Park/ Program Name: MANASSAS NBP

Park/ Program Org Code: 3840

Date Last Updated: November 10, 2004

*DOI Goal ID Number:*

*NPS Goal ID Number:* Ia1A

*Park/ Program Goal ID Number:* Ia1A

*NPS Servicewide Goal Description (Mission or Long-term Goal text):*

21,850 acres (5% of 437,150) acres targeted as of 2003 for restoration where restoration is complete (acres disturbed by past development)

*Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):*

By September 30, 2008 100 (100%) of 100 acres of lands disturbed by prior development or agricultural use and targeted (or planned) by September 30, 2003, for restoration, are restored.

*Baseline  
Year:*

2004

*Target  
Year:*

2008

*Performance Indicator  
(what is measured):*

Disturbed land

*Unit Measure:*

acres

*Condition (Desired):*

Restored

*Total # Units in  
Baseline:*

100

*Status in Base  
Year (# Meeting  
Condition):*

0

*5-Year Results Plan:*

100 acres of lands disturbed by development and targeted for restoration were restored in FY2004.

## Strategic Plan Report, FY 2005-2008

Park/ Program Name: MANASSAS NBP

Park/ Program Org Code: 3840

Date Last Updated: December 08, 2004

*DOI Goal ID Number:*

*NPS Goal ID Number:* 1a1B

*Park/ Program Goal ID Number:* 1a1B

*NPS Servicewide Goal Description (Mission or Long-term Goal text):*

Invasive species: 250,000 acres (9.6% of 2.6 million) of acres infested with invasive plant species are contained.

*Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):*

By September 30, 2008, 920acres (14% of 7000 acres) of Manassas National Battlefield Park lands impacted by invasive (non-native) plants are effectively controlled.

*Baseline  
Year:*

2004

*Target  
Year:*

2008

*Performance Indicator  
(what is measured):*

Impacted Lands

*Unit Measure:*

acres

*Condition (Desired):*

Contained

*Total # Units in  
Baseline:*

7000

*Status in Base  
Year (# Meeting  
Condition):*

2800

*5-Year Results Plan:*

In response to this order the National Park Service developed the Exotic Plant Management Team (EPMT) module. The team's goals are to locate and control exotic plants, map and collect data in infested areas, and assist in restoring these sites to their native ecosystems. As of February 2002 there are 4 teams around the nation (National Capital Region, South West Region, Hawaii, and Florida) with the expectation of 5 new teams (Lake Meade, Northern Great Planes, California, Gulf Coast, and Columbia Cascades) in the next 2 years.

The National Capital Region's EPMT has been operating in Manassas National Battlefield since October of 2001. They have focused on surveying and mapping the existence of exotic plants within park boundaries. In 2002 the EPMT completed its inventory of the entire 5000 acres of Manassas and will begin treatment in the park's rare community areas in 2002. In total approximately 2,800 acres are infested with exotics. Over the next three-year period the EPMT will be working to control the spread of these species, particularly in areas where rare, threatened and sensitive species are located. Examples of exotic species that are abundant within the park include; Saint Johnswart (*Hypericum perforatum*), Japanese honeysuckle (*Lonicera japonica*), multiflora rose (*Rosa multiflora*), Chinese wisteria (*Wisteria sinensis*), autumn olive (*Elaeagnus angustifolia*), tree of heaven (*Ailanthus altissima*), princess tree (*Paulownia tomentosa*), and oriental bittersweet (*Celastrus orbiculatus*).

## Strategic Plan Report, FY 2005-2008

Park/ Program Name: MANASSAS NBP

Park/ Program Org Code: 3840

Date Last Updated: December 10, 2004

DOI Goal ID Number:

NPS Goal ID Number: 1a5

Park/ Program Goal ID Number: 1a5

*NPS Servicewide Goal Description (Mission or Long-term Goal text):*

47% of historic structures on the current List of Classified Structures are in good condition

*Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):*

By September 30, 2008, 30 of 36 (84%) of Manassas National Battlefield Park historic structures on the current List of Classified Structures are in good condition.

*Baseline  
Year:*

2004

*Target  
Year:*

2008

*Performance Indicator  
(what is measured):*

Condition

*Unit Measure:*

Each structure

*Condition (Desired):*

Good

*Total # Units in  
Baseline:*

36

*Status in Base  
Year (# Meeting  
Condition):*

21

*5-Year Results Plan:*

This goal increases the number of historic structures listed on the List of Classified Structures (LCS) that are in good condition, while maintaining those currently in good condition. Good condition is where the structure and significant features need no repair, but only routine or cyclic maintenance. As of the end of FY 1999, the baseline year for this goal, the park had a total of 36 structures entered on the LCS. Of these 36 structures, 24 are currently listed in good condition. FY 2005 work will include all routine maintenance necessary to preserve these structures currently listed in good condition. The park will perform stabilization and routine maintenance work on the remaining structures to prevent them from deteriorating further.

During FY 2005, the park will perform work towards improving additional structures to "good" status. A preservation maintenance guide for the Brawner Farm will be developed. Pittsylvania Cemetery will have the stone walls surrounding the cemetery restored.

In addition, the park has initiated stabilization and rehabilitation of the Henry House, which is currently in poor condition. This project will require a multi-year effort to raise the condition of the structure to "good" status and rehabilitate the building for an adaptive use. Meanwhile, the park will continue the multi-year effort to stabilize and rehabilitate the Sudley Post Office. This work will include removal of lead-based paint, repair or replacement of deteriorated siding and framing materials, and repainting of the structure. The park will also initiate efforts to identify resource needs of the Brawner Farmhouse, through the development of a preservation maintenance guide for that structure.

## Strategic Plan Report, FY 2005-2008

Park/ Program Name: MANASSAS NBP

Park/ Program Org Code: 3840

Date Last Updated: December 10, 2004

*DOI Goal ID Number:*

*NPS Goal ID Number:* Ia6

*Park/ Program Goal ID Number:* Ia6

*NPS Servicewide Goal Description (Mission or Long-term Goal text):*

75.5% of preservation and protection standards are met for park museum collections .

*Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):*

By September 30, 2008, 270(97%) of 280 applicable preservation and protection standards for Manassas National Battlefield's museum collections are met.

*Baseline  
Year:*

2004

*Target  
Year:*

2008

*Performance Indicator  
(what is measured):*

Applicable standards

*Unit Measure:*

Each standard

*Condition (Desired):*

Standards meet

*Total # Units in  
Baseline:*

280

*Status in Base  
Year (# Meeting  
Condition):*

193

*5-Year Results Plan:*

The conditions to preserve and protect the museum collections at Manassas National Battlefield Park to meet professional standards were adjusted in FY99. The Henry Hill Visitor Center has undergone a complete renovation, which includes the exhibits in the museum. This allowed us to meet 67% of the professional standards. Adding additional security, moving architectural materials to the regional museum storage facility and improving storage conditions will allow us to meet additional standards. The Museum Technician will complete the annual report, which will indicate the number of professional standards achieved during the year.

## Strategic Plan Report, FY 2005-2008

Park/ Program Name: MANASSAS NBP

Park/ Program Org Code: 3840

Date Last Updated: November 17, 2004

*DOI Goal ID Number:*

*NPS Goal ID Number:* 1a8

*Park/ Program Goal ID Number:* 1a8

*NPS Servicewide Goal Description (Mission or Long-term Goal text):*

50% of the recorded archeological sites with condition assessments are in good condition

*Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):*

By September 30, 2008, 74 (78% of 95) of Manassas NBP archeological sites listed on the current Archeological Sites Management Information System (ASMIS) with condition assessments, are in good condition.

*Baseline  
Year:*

2004

*Target  
Year:*

2008

*Performance Indicator  
(what is measured):*

Condition

*Unit Measure:*

Each archeological site

*Condition (Desired):*

Good

*Total # Units in  
Baseline:*

95

*Status in Base  
Year (# Meeting  
Condition):*

61

*5-Year Results Plan:*

This goal increases the number of recorded archeological sites listed in the Archeological Sites Management Information System (ASMIS) that are in good condition. Good condition, as defined and adapted from the RMP Guideline, indicates that the site is stable and its archeological values are well preserved. A site in good condition is not deteriorating from either natural processes, such as erosion, or human impacts, such as vandalism or looting. At the end of FY 1999, the baseline year for this goal, the park had a total of 92 archeological sites entered into ASMIS, which is the official NPS database of recorded archeological sites. Of these 92 sites, 73 have been determined to be in good condition.

Measuring goal achievement will be by the completion of archeological reports and/or management summaries of the survey work and by data entry of the archeological sites into ASMIS.

## Strategic Plan Report, FY 2005-2008

Park/ Program Name: MANASSAS NBP

Park/ Program Org Code: 3840

Date Last Updated: November 10, 2004

*DOI Goal ID Number:*

*NPS Goal ID Number:* 1b2A

*Park/ Program Goal ID Number:* 1b2A

*NPS Servicewide Goal Description (Mission or Long-term Goal text):*

Archeological sites inventoried and evaluated are increased by 14.3% (from FY 2003 baseline of 57,752 sites to 66,000).

*Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):*

By September 30, 2008, the number of Manassas National Battlefield Park's archeological sites inventoried, evaluated and listed in the Archeological Sites Management Information System (ASMIS) is increased from 95 in FY03 to 95 (0% increase). This goal is completed.

*Baseline  
Year:*

2004

*Target  
Year:*

2008

*Performance Indicator  
(what is measured):*

Number in database

*Unit Measure:*

Each site added

*Condition (Desired):*

Increased

*Total # Units in  
Baseline:*

95

*Status in Base  
Year (# Meeting  
Condition):*

95

*5-Year Results Plan:*

This goal increases the information and knowledge stored in ASMIS gained through inventorying, analyzing, evaluating, and describing archeological sites not previously inventoried and evaluated. Currently, all 95 of the park's recorded archeological sites have been entered into ASMIS. During FY 2001, a key archeological project will entail the first phase of an investigation of a Confederate winter campsite located in the park. This project will be undertaken through a cooperative agreement between the NPS and the University of Maryland. In the event that the survey teams discover previously unrecorded archeological sites, these sites will be entered into ASMIS as part of the documentation for the projects. Measuring goal achievement will be by the completion of archeological reports and/or management summaries of the survey work and by data entry of the archeological sites into ASMIS.

## Strategic Plan Report, FY 2005-2008

Park/ Program Name:       MANASSAS NBP

Park/ Program Org Code:   3840

Date Last Updated: November 15, 2004

*DOI Goal ID Number:*

*NPS Goal ID Number:* 1b2C

*Park/ Program Goal ID Number:* 1b2C

*NPS Servicewide Goal Description (Mission or Long-term Goal text):*

100% of the historic structures on the FY 2003 List of Classified Structures have complete, accurate and reliable information (26,531 of 26,531 structures).

*Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):*

By September 30, 2008, 33 of 33 (100%) of Manassas National Battlefield Park's historic structures on the FY 2003 List of Classified Structures have complete, accurate and reliable information.

*Baseline  
Year:*

2004

*Target  
Year:*

2008

*Performance Indicator  
(what is measured):*

Number updated

*Unit Measure:*

Each record

*Condition (Desired):*

Increased

*Total # Units in  
Baseline:*

33

*Status in Base  
Year (# Meeting  
Condition):*

33

*5-Year Results Plan:*

Five Year Plan of Work and Results

## Strategic Plan Report, FY 2005-2008

Park/ Program Name: MANASSAS NBP

Park/ Program Org Code: 3840

Date Last Updated: December 10, 2004

*DOI Goal ID Number:*

*NPS Goal ID Number:* lb2D

*Park/ Program Goal ID Number:* lb2D

*NPS Servicewide Goal Description (Mission or Long-term Goal text):*

Museum objects cataloged are increased by 39.6% (from FY 2001 baseline of 42.4 million to 59.2 million). Percent increase in NPS museum objects cataloged

*Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):*

By September 30, 2008, the number of Manassas National Battlefield Park's museum objects cataloged and submitted to the National Catalog is increased from 119,466 in FY2002 to 185,333 (65% increase).

*Baseline  
Year:*

2004

*Target  
Year:*

2008

*Performance Indicator  
(what is measured):*

Number of museum objects  
cataloged

*Unit Measure:*

Each museum object added

*Condition (Desired):*

Increased

*Total # Units in  
Baseline:*

119466

*Status in Base  
Year (# Meeting  
Condition):*

145697

*5-Year Results Plan:*

Manassas National Battlefield Park has 43,347 backlogged cataloging projects. We acquired a large donation the end of FY2003. Approximately 200 objects will be cataloged by FY2008 and submitted to the National Catalog. Knowledge about cultural and natural resources and their conditions is crucial to preserving them. Through the Automated National Catalog System, Manassas will maintain important records and information, and make it available for research, interpretation, planning and decision making.



## Strategic Plan Report, FY 2005-2008

Park/ Program Name: MANASSAS NBP

Park/ Program Org Code: 3840

Date Last Updated: October 28, 2004

*DOI Goal ID Number:*

*NPS Goal ID Number:* lb2F

*Park/ Program Goal ID Number:* lb2F

*NPS Servicewide Goal Description (Mission or Long-term Goal text):*

18.7% (72 of 384) of parks have historical research (an approved Historic Resource Study AND an approved Administrative History) that is current and completed to professional standards as of 1985.

*Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):*

By September 30, 2008, Manassas National Battlefield Park's Historic Resource Study (HRS) and Administrative History are completed to professional standards, current (approved since 1985).

*Baseline  
Year:*

2004

*Target  
Year:*

2008

*Performance Indicator  
(what is measured):*

Studies

*Unit Measure:*

Each park

*Condition (Desired):*

Updated

*Total # Units in  
Baseline:*

1

*Status in Base  
Year (# Meeting  
Condition):*

1

*5-Year Results Plan:*

This goal was completed August 1995.

## Strategic Plan Report, FY 2005-2008

Park/ Program Name: MANASSAS NBP

Park/ Program Org Code: 3840

Date Last Updated: November 09, 2004

*DOI Goal ID Number:*

*NPS Goal ID Number:* 1b3A

*Park/ Program Goal ID Number:* 1b3

*NPS Servicewide Goal Description (Mission or Long-term Goal text):*

100% of 270 parks with significant natural resources have identified their vital signs for natural resource monitoring

*Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):*

By September 30, 2008, Manassas National Battlefield Park has identified its vital signs for natural resource monitoring.

*Baseline  
Year:*

2004

*Target  
Year:*

2008

*Performance Indicator  
(what is measured):*

Vital signs

*Unit Measure:*

Each park

*Condition (Desired):*

Identified

*Total # Units in  
Baseline:*

1

*Status in Base  
Year (# Meeting  
Condition):*

0

*5-Year Results Plan:*

Vital signs indicate key ecological processes, which collectively show ecosystem health. They include keystone species, keystone habitats, or key processes such as nutrient cycling or hydrologic regimes. Park staff will work to identify the vital signs of the Manassas National Battlefield Park ecosystem so that these can, in turn, be monitored as indicators of overall health of the park.

## Strategic Plan Report, FY 2005-2008

Park/ Program Name: MANASSAS NBP

Park/ Program Org Code: 3840

Date Last Updated: December 10, 2004

*DOI Goal ID Number:*

*NPS Goal ID Number:* Ila1A

*Park/ Program Goal ID Number:* Ila1

*NPS Servicewide Goal Description (Mission or Long-term Goal text):*

95% of park visitors are satisfied with appropriate park facilities, services, and recreational opportunities.

*Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):*

By September 30, 2008, 98% of visitors to [name of unit] are satisfied with appropriate park facilities, services, and recreational opportunities.

*Baseline  
Year:*

2004

*Target  
Year:*

2008

*Performance Indicator  
(what is measured):*

Visitor satisfaction

*Unit Measure:*

percent

*Condition (Desired):*

Satisfied

*Total # Units in  
Baseline:*

95

*Status in Base  
Year (# Meeting  
Condition):*

0

*5-Year Results Plan:*

Enjoyment of Manassas National Battlefield Park and its resources is a fundamental part of the visitor experience. Enjoyment and safety are affected by the quality of park programs, facilities, and services. Manassas National Battlefield Park provides a variety of programs, facilities and services consistent with its purpose and management that are not harmful to resources or park visitors.

## Strategic Plan Report, FY 2005-2008

Park/ Program Name: MANASSAS NBP

Park/ Program Org Code: 3840

Date Last Updated: December 10, 2004

*DOI Goal ID Number:*

*NPS Goal ID Number:* Ila2A

*Park/ Program Goal ID Number:* Ila2

*NPS Servicewide Goal Description (Mission or Long-term Goal text):*

The number of visitor accident/incidents will be at or below 4,969 accidents/incidents.

*Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):*

By September 30, 2008, the number of visitor accidents/incidents at Manassas NBP is reduced from the FY2000-FY2003 annual average of 4 to 2 (50% reduction).

*Baseline  
Year:*

2004

*Target  
Year:*

2008

*Performance Indicator  
(what is measured):*

Accidents/incidents

*Unit Measure:*

Each accident/incident

*Condition (Desired):*

Reduced

*Total # Units in  
Baseline:*

2

*Status in Base  
Year (# Meeting  
Condition):*

8.42

*5-Year Results Plan:*

A visitor accident/incident is defined as an accidental event affecting any non-NPS employee that results in serious injury or illness requiring medical treatment, or death. Manassas National Battlefield Park will help ensure the safety and security of visitors by preserving, maintaining, and monitoring facilities; providing protection, search and rescue, and criminal investigations; and identifying, investigating, and correcting or mitigating sources of injury and property damage experienced by visitors. Safety messages will be incorporated in a variety of media including bulletin boards, press releases, scheduled programs and during roving contacts. Measurement of the goal is based on park records verified through Safety Management Information System (SMIS) databases.

## Strategic Plan Report, FY 2005-2008

Park/ Program Name:       MANASSAS NBP

Park/ Program Org Code:   3840

Date Last Updated: December 10, 2004

*DOI Goal ID Number:*

*NPS Goal ID Number:*   Ilb1

*Park/ Program Goal ID Number:*   Ilb1

*NPS Servicewide Goal Description (Mission or Long-term Goal text):*

87% of visitors understand and appreciate the significance of the park they are visiting

*Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):*

By September 30, 2008, 95% of Manassas National Battlefield Park visitors understand the significance of the park

*Baseline  
Year:*

2004

*Target  
Year:*

2008

*Performance Indicator  
(what is measured):*

Visitor understanding

*Unit Measure:*

percent

*Condition (Desired):*

Understand

*Total # Units in  
Baseline:*

73

*Status in Base  
Year (# Meeting  
Condition):*

0

*5-Year Results Plan:*

Five Year Plan of Work and Results

## Strategic Plan Report, FY 2005-2008

Park/ Program Name: MANASSAS NBP

Park/ Program Org Code: 3840

Date Last Updated: October 29, 2004

*DOI Goal ID Number:*

*NPS Goal ID Number:* IVa3

*Park/ Program Goal ID Number:* IVa3A

*NPS Servicewide Goal Description (Mission or Long-term Goal text):*

100% of NPS employees have performance plans linked to appropriate park (office) strategic goals and annual goals

*Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):*

By September 30, 2008, 100% of Manassas National Battlefield Park employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.

*Baseline  
Year:*

2004

*Target  
Year:*

2008

*Performance Indicator  
(what is measured):*

Employee performance plans

*Unit Measure:*

Each employee

*Condition (Desired):*

Linked to goals

*Total # Units in  
Baseline:*

31

*Status in Base  
Year (# Meeting  
Condition):*

31

*5-Year Results Plan:*

All employees have performance standards linked to annual performance goals and position competencies as out lined in the 1996 NPS Training and Development Strategy. Supervisors will monitor standards and meet with employee's quarterly to conduct progress reviews, which will be documented on each individual Employee Performance and Results Report (DI-2002)

## Strategic Plan Report, FY 2005-2008

Park/ Program Name: MANASSAS NBP

Park/ Program Org Code: 3840

Date Last Updated: October 29, 2004

*DOI Goal ID Number:*

*NPS Goal ID Number:* IVa6A

*Park/ Program Goal ID Number:* IVa6A

*NPS Servicewide Goal Description (Mission or Long-term Goal text):*

The NPS rolling 5-year (previous 5 years) average number of employee accidents will be at or below 3,000.

*Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):*

By September 30, 2008, the number of Manassas National Battlefield Park employee lost-time injuries is maintained at or below the previous 5-year annual average number of 3. Actual number of employee fatalities will be reported

*Baseline  
Year:*

2004

*Target  
Year:*

2008

*Performance Indicator  
(what is measured):*

Incidents

*Unit Measure:*

Each incident resulting in  
injury

*Condition (Desired):*

Reduced

*Total # Units in  
Baseline:*

3

*Status in Base  
Year (# Meeting  
Condition):*

*5-Year Results Plan:*

With the use of a Behavior Based Safety Program the employees will not only receive instruction on how to be more safety conscious on the job, but also empower the employee with more responsibility in reporting unsafe conditions.

## Strategic Plan Report, FY 2005-2008

Park/ Program Name: MANASSAS NBP

Park/ Program Org Code: 3840

Date Last Updated: November 09, 2004

*DOI Goal ID Number:*

*NPS Goal ID Number:* IVa6B

*Park/ Program Goal ID Number:* IVa6B

*NPS Servicewide Goal Description (Mission or Long-term Goal text):*

The servicewide Continuation of Pay (COP) hours will be at or below 54,100 hours (a 27% reduction from the FY 1997-2001 average of 73,775 hours).

*Long-term Goal Performance Target (Park/ Program Long-term Goal text; adjust date for end of current strategic planning period):*

By September 30, 2008, the number of Manassas National Battlefield Park hours of Continuation of Pay is at or below 171.

*Baseline  
Year:*

2004

*Target  
Year:*

2008

*Performance Indicator  
(what is measured):*

COP hours

*Unit Measure:*

Each COP hour

*Condition (Desired):*

Reduced

*Total # Units in  
Baseline:*

171

*Status in Base  
Year (# Meeting  
Condition):*

*5-Year Results Plan:*

Carry out safety inspection program and develop programs to make employees aware of ways to reduce injury and decrease owcp costs.



## **Strategic Plan Report, FY 2005-2008**

---